

**Calvary Baptist Church of Denver**  
**Church Council Minutes**  
**August 16, 2023 – 6:30p.m. MT – Zoom**

- Present:** Rick Breitenbecher, Erin Gangloff, Judy Griswold, Cindy Ponikvar, Beth Dickinson, Jim Comstock, Natalie Ralston, Bill Warren, Sarah Brooks, Barbara Carter, David Peterson, Bill Ponikvar, Ryan Robinson, Christine Zeiler, Corry Doty
- Staff:** Senior Pastor Anne Scalfaro, Pastor Alice Horner Nelson
- Absent:** Allie Aoyagi, Pastor Morgan Fletcher (on sabbatical)
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**Call to Order and Review of Agenda (Rick Breitenbecher, Co-Moderator):**

- Called meeting to order at 6:31 p.m. (MT) and walked Council thru the agenda.
  - Shared thoughts on the June 21, 2023 Council Meeting, stating that we were not at our best. Some people were upset or felt disrespected, and our conversation overall was not fruitful nor did it lead to a resolution. Rick reset the expectations for working together and communication with each other, which included: when engaging with each other to be respectful of and to others, communicating openly and honestly while remaining compassionate and constructive during tough conversations, and thinking about the broader needs of Calvary during discussions, decision making, or voting despite personal preferences or opinions. He noted these expectations are written down as part of our Council Norms which we all agreed to follow.
    - Rick asked Council members if anyone had any responses/comments at this time. None were made.
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**Prayer Time (Pastor Alice Horner Nelson):**

- Made additions to the most recent prayer list.
  - Centered Council's thoughts and closed with prayer.
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**Approval of June Council Minutes (Rick Breitenbecher, Co-Moderator):**

- Asked if there were any changes or additions to the Minutes that had been sent out. There were none.
  - The June Minutes were accepted into our record as written.
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**Financial Report for June 2023 (Cindy Ponikvar, Church Treasurer):**

- July 2023 Financial Review:
    - Total Operating Revenues were \$38,869.33
    - Total Operating Expenses were \$53,266.22
    - Net operating Loss as of July 31, 2023 was <\$14,396.89>
  - Provided a pie chart of YTD Income vs. Expenses. Many appreciated the visual.
  - There were no questions.
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## **Stewardship Season Plans (Natalie Ralston, Chair of Stewardship Committee)**

- Stewardship Season will be a week shorter this year, running from Oct. 22 – Nov. 12, 2023; totaling 4 weeks.
  - Narrative budgets will help show how to support Calvary's financial wellness and 2024 budget.
  - Focus will be on the church's financial wellness to be in line with the church theme and will be inviting generosity!
  - Hoping to add an online pledge option for those who prefer that to filling out the physical card.
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## **Committee Reports**

### **Staff Relations (Beth Dickinson, Chair):**

- Busy planning Dr. David Farwig and Denise Lanning's fifth anniversary celebration that took place on August 13, 2023. 90 people attended the celebration.
- Created a policy for anniversaries and other events like baby showers in the future, since past history has been highly variable.
- Keeping up to date on security matters at Calvary, with the hiring of a security service to make rounds when staff isn't on the premises. Chad Lawrence, Facilities and Operations Manager, continues in the cleaning, security and set-up roles for now as we continue to evaluate longer term needs.
- Putting together our first draft budget for 2024.
- September 24 is Pastor Anne's 15<sup>th</sup> anniversary celebration. Please plan to attend!

### **Resource Management (Bill Warren, Chair):**

#### *Updates:*

- Replaced blinds in 109, 111, 119, 154
- Painted fireplace room
- Filled hole in parking lot
- Replaced and re-replaced ice-maker
- Add 3 security cameras for building exterior view (boiler rm, basement, Ace door)
- Completed repair of serious leak for sprinkler system and replaced 4 heads
- Re-mulched welcome garden
- Installed drinking fountain/bottle filler west wing
- Installed air conditioner Nursery
- Repaired lighting FOTCC cross
- Re-keyed numerous locks and opened (picked) two cabinet locks
- Repaired broken table for Bootstraps
- Cleared downspout by rm 328
- Painted Columbarium
- Replaced faucet in ACE kitchen

#### *Topic for further discussion:*

- Calvary experienced a security breach on Thursday, July 20. The incident occurred as the result of a failed door strike, which allowed two trespassers to gain facility access and

further breach restricted space. No major property damage was sustained, and the items stolen are easily replaceable. In response to this experience, we've had all door strikes/drop-down bars adjusted by our locksmith (Mathias), installed door monitoring alarms, and Chad's currently working with DPD's investigating Officer (Jonathon Hayes) to identify subjects, both of which were caught on internal surveillance. Additional measures include hourly foot patrols and maintaining onsite trespass logs.

- Discussion/Questions:
  - Ryan Robinson asked for clarification about the break-in. Bill Warren and Pastor Anne explained that one of the western main doors did not latch properly when a group leaving church departed for the night. The woman was recognized on the security camera footage as a guest who had used the services of Bootstraps. From Bootstraps data, Chad was able to contact her. She returned the contact and is willing to meet with Pastor Anne and Chad Lawrence. Pastor Anne believes this is an opportunity for the church to show grace, understanding and compassion.
  - Ryan asked if there was a plan to replace the 4 front doors. Bill responded yes and that the doors/installation are very expensive, so the replacement is being researched.
  - Natalie Ralston commented that she was pleased the break-in was being handled, by Pastor Anne, with grace and compassion.

### **Stewardship (Natalie Ralston, Chair):**

- Plans are underway for this fall's Stewardship Season (October & November 2023).
  - Appeals for 2024 pledges will be sent with a narrative budget to illustrate in various ways the financial needs of Calvary and the opportunities for support. The focus/theme will be Financial Wellness to fit within the program year theme of "It is well," as well as responding to discernment feedback.
  - Currently, the tentative plan is to condense Stewardship Season into a slightly shorter window (four Sundays including Commitment Sunday). They also hope to have an online pledge form to give members an additional way to make their commitment.
- Moment of Gratitude speaker planning continues.
- Committee member Mimi Leonard has written thank you notes to two new donors since our June Council meeting.
- As Stewardship Chair, Natalie continues to participate in the Financial Wellness insight group.

### **Nominating (Jim Comstock, Chair):**

- Meeting with Pastor Anne in the coming week. Please think about future committee members and reach out to Jim Comstock with ideas, suggestions, or recommendations.

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## **Staff Updates & Ministry Team Reports**

### **Rev. Alice Horner Nelson, Pastor**

#### *Big Picture Focus:*

- Prepping for Gathering Sunday and the program year. Small group fliers are being created, a 23-24 brochure is created, a condensed small group flier will be created and updated on our website, logistics for GS itself have been finalized, creating graphics, ordering swag, stuffing bags, lots to do!
- Continuing to assist in the Insight Leadership Team work. My emphasis with Jim

Comstock is helping to tell the story of the discernment process and ILT team's efforts.

- Assisting in the launch of our new theme "It Is Well" and the materials we need to prep for that.
- Helped launch the Connect 6 program. Finalized details with our leaders and advertised the sign ups.

#### *2-3 Items of Priority for the Month:*

- Planning the Connections Class for new members and guests. We will be inviting folks and advertising for a 3 session class.
- Continuing to assist in Morgan's sabbatical coverage.
- Starting Sept 12 I will be teaching Tuesday Bible Study (TBS) on the Sermon on the Mount book by Amy Jill Levine. Morgan, Christine Zeiler, and I will be taking turns teaching TBS this year.
- Working to find a replacement volunteer for Diana McGahan who is moving in October. She's one of our most tech-savvy volunteers so someone equally tech savvy is needed.

#### *Something I'm excited about:*

- Aurora PRIDE was really awesome. I had plenty of volunteers so I was able to get a break in the day. It was a very relaxed event and right on the beach. Our volunteers had some great conversations and the Aurora Mayor stopped by and thanked us for being there! I love being at festivals and out in the community. We handed out our 23-24 brochure and CBC business cards with plenty of QR codes that go to our website.

#### *Something I Need Help Brainstorming/Thinking Through:*

- Based on my workload, having the newsletter continue to be every other week would work really well. Additionally, some newsletters during the year feel like they don't need to be sent because there's not much new information. Council - what are your thoughts? Does the newsletter need to be sent every week during the program year?
- Discussion:
  - *Majority of Council prefers the E-News every week with condensed items and limited duplication, plus the prayer list, and worship link.*

#### *Something Random:*

- It was very meaningful to officiate Ollia May Snowden's Memorial Service.

### **Rev. Anne J. Scalfaro, Senior Pastor**

#### *Big Picture Focus:*

- Preparing to introduce "It is Well..." theme to congregation on Gathering Sunday and all that goes with that in planning and programming

#### *Items of Priority the Next 2-3 Months:*

- Creating narrative budget and working with stewardship committee on the stewardship campaign
- Engaging twice a month in meetings with the Insight Leadership Team
  - With particular focus this fall on Financial Wellness and evaluation of current missions programs/partnerships (per the ILT Road Map that is being created)
- Joint meeting between ILT and Council to discuss working relationship between these two entities and with pastors
- Reaching out to our International Missionaries Global Servants
- Pastoral Care, Preaching, Worship

- Conducting Annual staff performance reviews
- Connecting with Council leaders one-on-one (16 mtgs total)
  - 13 meetings complete
  - 3 meetings scheduled

*Something(s) I am Excited About:*

- Coming Up:
  - Beginning Stedman Reading program again next month with Calvary/New Hope readers
  - Kentucky Circle Village “Re-stock the pantry” challenge launching on Gathering Sunday
- Past:
  - Celebrating Dr. David Farwig (Dir. of Music) & Denise Lanning’s (Organist) 5 Year Anniversaries at Calvary – many thanks to Staff Relations, esp Beth Dickinson, for coordinating these special occasions
  - New members over the past month, Willow Carter and Stan & Sasiras Larson
  - The time of “gratitude sharing” on 5<sup>th</sup> Sundays is meaningful and uplifting (July 30 was most recent one); shows the depth and breadth of Calvary’s community and impact
  - Vacation Bible School; all the children and volunteers impacted and Angela Leonard’s excellent leadership and coordination
  - “I am Calvary” forum stories have been impactful and uplifting

*Something I need help brainstorming/thinking through:*

- Dec. 24<sup>th</sup> worship schedule (which we are discussing at tonight’s meeting); it’s a year when the 4<sup>th</sup> Sunday of Advent is the same day as Christmas Eve

*Random item(s):*

- Aurora Pride was a wonderful event; felt more relaxed than Denver Pride in terms of booth requirements and parking, etc. We were one of two churches there; so our impact was felt.
- Attended Evergreen Quarterly Meeting on August 12 (Zoom). I will attend their Annual Gathering on October 13-14 (via Zoom) – it’s in Seattle, but because of the cost of attending the ABC-USA biennial in Puerto Rico this year, I’m opting to attend via zoom.

### **Ministry Teams (Anne Scalfaro, Senior Pastor)**

- **Missions Ministry Team:**

- Mission Payments from our operating budget have been going out as scheduled
- Met with Dwight Bolick at the ABC-USA Biennial gathering in June; got good input from him on their ministry.
- Received input from Family Promise on when they would ideally like to receive their financial gift from Calvary.
- Received request from Bootstraps and Blessings for funds allocated from the operating budget for 2024.
- Coordinating with Daniel Schweissing on the “re-stock the pantry” effort for Kentucky Circle Village.
- Stedman Reading program is restarting soon, Zoom open house on Tuesday evening, in-person lunch event at New Hope on Sunday, August 20

- **Gathering Sunday Ministry Team:**

- Pastor Alice met with them and can give update.

- **Insight Leadership Team:**

- On-going meetings every other week.
  - Met with sub-team to plan Road Map.
  - Aug 27 Forum upcoming
  - An FAQ document is being developed as well as a road/map timeline thru 2025.
  - There will be some ILT folks in the narthex to answer questions throughout the fall.
  - This fall, we're working on how we work with ministry partnerships, starting with missions.
  - Evaluation of Connect 2 upcoming/launching Connect 6 right now.
    - Connect 6 Updates: Sign-up goes on until Sept. 10. The groups will meet in September, October, and November.
  - Meeting with Financial Wellness team is on-going.
  - Grateful Rev. Sam Kim was able to join us for a meeting in July to help us think through challenges and opportunities that are before us.
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- **Christmas Eve Schedule Options (Senior Pastor Anne J. Scalfaro):**

- Christmas Eve falls on the same day as the Fourth Sunday of Advent this year. Council looked at 5 options that Pastor Anne provided from the pastoral team to seek their input. For example, should they proceed with a regular 4<sup>th</sup> Sunday of Advent worship service on the morning of Dec. 24 and two Christmas Eve services that evening, or should we consider an alternative, such as no morning Advent Service and only evening Christmas Eve service(s). The options were many and varied and resulted in good discussion and input.
  - The consensus of the Council was to keep the morning Advent Service due to its overall importance in the church year.
  - Council overall felt the 11:00 p.m. Christmas Eve Service was late; they appreciated the options that included the possibility of a 7:00 p.m. or 9:00 p.m. time and might increase attendance.
  - Staff appreciates the input and will consider it as they make their decision.
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- **Discussion: What is the role of Council? (Rick Breitenbecher, Co-Moderator):**

- Reminders before this discussion:
  - The Insight Leadership Team (ILT) has made a long term commitment to help carry out the insights from the discernment process.
  - Five people on Council are on the ILT. The ILT is discussing how they understand their relationship to Council in preparation for our meeting together in September.
- Discussion included:
  - the tasks Council should be involved with, such as strategic/big decisions, something that has an impact on the CBC community, how long will the decision stay in place, forming relationships with other organizations, and is the decision controversial, i.e., how does the world see us
  - how to decide what goes to Council
  - error on the side of caution
  - giving examples of types of decisions that could come to Council might help
  - by-laws are silent on this issue
- For further discussion, *What is the role of an At-Large Council member?*

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**Faith Formation (Senior Pastor Anne J. Scalfaro):**

- Pastor Anne suggested we skip this for tonight since we are at time, and use the Church Highlights as a way of closing our meeting with gratitude.

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**Church Highlights (All):**

- how Pastor Anne is handling the break-in, by modeling Christianity
- number of new members
- reception for Dr. David and Denise and Larry Davila's singing
- how every part of the worship service ties together around scripture
- three Sundays ago, the sanctuary felt really full of people
- new hymns and spiritual opportunities
- "I Am Calvary" forums are inspirational
- Pastor Alice's sermon on Sunday

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**Adjourn (Rick Breitenbecher, Co-Moderator):**

- Adjourned the meeting at 8:35 p.m. (MT)
- Next Council Meeting is Wed., September 20, 2023, 6:30-8:30 p.m. (MT) on Zoom